

Full Length Research Paper

Assessing the university's learning organization profile

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During the recent decade and concurrent with massive waves of social, economic, political and cultural changes; organizations too have undergone frequent structural and fundamental changes. Common denominator to all these changes is the ever increasing growth in scientific knowledge. In these instances traditional management cannot control, forecast and manage inner and outer contents of a broad organization. To compromise and cope with these conditions, organizations need a new model. Therefore new organizations are shaping in the current variable environments that are called the learning organizations. Traditionally, it seems that universities (the society of students) are the nearest (most similar) form of a true (natural) learning organization. Based on this, the researchers sought to determine the profile of learner's organization model of the Qazvin University of Medical Sciences. The research results showed that the studied University has a relatively large distance to the model and characteristics of continuous system linked organizational learning model. On the other hand pointing to the great mission of university in educating and training specialist manpower, maintain and promote social health and development of economic and social foundations; becoming coordinated with social, cultural and global transformation is an inevitable necessity for the university. In this context, university needs to develop a program of structural changes for superiority in learning.

Key words: Learning organization, organizational learning, system linked organizational model, university, knowledge.

INTRODUCTION

Incidence of Industrial Revolution opened an era of mass production and cheap price slogan, and reached its peak with Frederick Taylor's ideas. On that era command and control paradigm lead to creation and development of multi divisional organization form and these organizational paradigmatic emphases on efficiency and integration expertise were on top of organizational schemes. But in twenty-first century the speed with which organizations can adapt in the face of such variable environments such as globalization and consumer protection, information superhighway and discussions of this kind is slow. So a new form of organizations in the variable environments are shaping that are called the learning organizations (James, 2003). Several definitions

of learning exist and are presented in the management of organization literature. For example, they say organizational learning is a tool by which knowledge is being protected in the organization (Stevens et al., 2003). The process of understanding and gaining new insight is the core of organizational learning (Lukas et al., 1996). According to Garvin (1999), organizational learning is "the process of improving action through better knowledge and understanding". Meaning, the process strengthens the organization while allowing the information to turn into knowledge and consequently increase the ability to conform to organizational demand. Traditionally, it seemed that the universities are the (most likely) organization in a real learning situation. Also the universities are educational systems responsible for creating roles in human resource investment setting for flourishing the society. Today, these systems get a considerable share of budget allocation in each country and in respect to the importance and dimensions of its

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